

## Message Text

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ORIGIN EUR-12

INFO OCT-01 ISO-00 L-03 AID-05 CEA-01 CIAE-00 COME-00

EB-07 EA-06 FRB-03 INR-07 IO-10 NEA-10 NSAE-00

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TO USMISSION OECD PARIS IMMEDIATE

INFO USMISSION NATO

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DELIVER BERT MOORE OOB

E.O. 11652: N/A

TAGS: AORG, OECD, NATO

SUBJECT: 1974 GENERAL REVIEW OF SALARIES FOR THE  
COORDINATED ORGANIZATIONS

REF: OECD PARIS 16198 AND 16199

1. WE ARE HAPPY TO SUPPORT PROPOSAL FOR FULL STUDY OF  
TRENDS AND LEVELS OF NET SALARIES IN MEMBER COUNTRIES' CIVIL  
SERVICES AND OF EFFECT OF TAXATION ON SALARY INCREASES.  
AS YOU KNOW, WE HAVE ADVOCATED SUCH STUDY FOR SOME TIME. WE  
ARE ALSO PREPARED TO SUPPORT COST OF LIVING ADJUSTMENTS AS  
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OF JULY 1 (AS EXISTING PROCEDURES REQUIRE) AND SIX MONTH

MORATORIUM ON ADJUSTMENTS STARTING FROM THAT DATE. GIVEN THE RELATIVE BREVITY OF THIS PERIOD WE SEE NO NEED FOR AN EXCEPTIONAL REVIEW PROCEDURE. U.S. REP SHOULD STATE WE BELIEVE SIX MONTH MORATORIUM SHOULD BE FULLY ADEQUATE TO REACH AGREEMENT ON REVISION OF PROCEDURES, AND WE WILL WANT SUCH AGREEMENT FINALIZED BEFORE FURTHER SALARY ADJUSTMENTS ARE MADE.

2. WE BELIEVE SOME THOUGHT NEEDS TO BE GIVEN TO HOW THE STUDY WILL BE CONDUCTED. IF THE WORK WERE DONE BY INDIVIDUALS WHO HAD NO PERSONAL STAKE IN ANY PARTICULAR CONCLUSIONS, STUDY WOULD CARRY GREATER WEIGHT. ACCORDINGLY,

YOU SHOULD EXPLORE POSSIBILITY OF STUDY BEING CONTRACTED OUT. IF THIS SHOULD NOT BE FEASIBLE, YOU SHOULD SEEK INDEPENDENT VERIFICATION PROCEDURES SUCH AS CLOSE STUDY IN CAPITALS (ENTAILING AT LEAST TWO MONTHS BEFORE MORATORIUM EXPIRES).

3. IF SATISFACTORY ARRANGEMENT ALONG FOREGOING LINES CAN BE REACHED, YOU MAY AGREE TO COL ADJUSTMENT AS OF JULY 1 PER EXISTING PROCEDURES AND 2.5 PERCENT AVERAGE STANDARD OF LIVING INCREASES FOR A AND L GRADES AS PART OF OVERALL PACKAGE. INGERSOLL

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